



Gender Pay Gap Report

— 5 APRIL 2020 —

redcentric

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Redcentric | gender pay gap report

1. Introduction

Redcentric is an equal opportunities employer, and our aim is to ensure we provide an environment where individuals of all backgrounds are supported to succeed and progress.

It is important to note that gender pay is different to equal pay, which looks at salaries for roles the same or similar responsibilities. Gender pay is a much broader measure, which looks at the difference between the average earnings of men and women across the organisation at a snapshot in time, regardless of the roles they undertake.

We continue to face into diversity challenges within the overall technology sector and remain committed to ensuring we find ways to address the gender imbalance within our organisation.

2. Redcentric pay and bonus

Gender pay gap

The table below shows our overall mean and median gender pay gap, based on hourly rates of pay as at the snapshot date (5 April 2020).

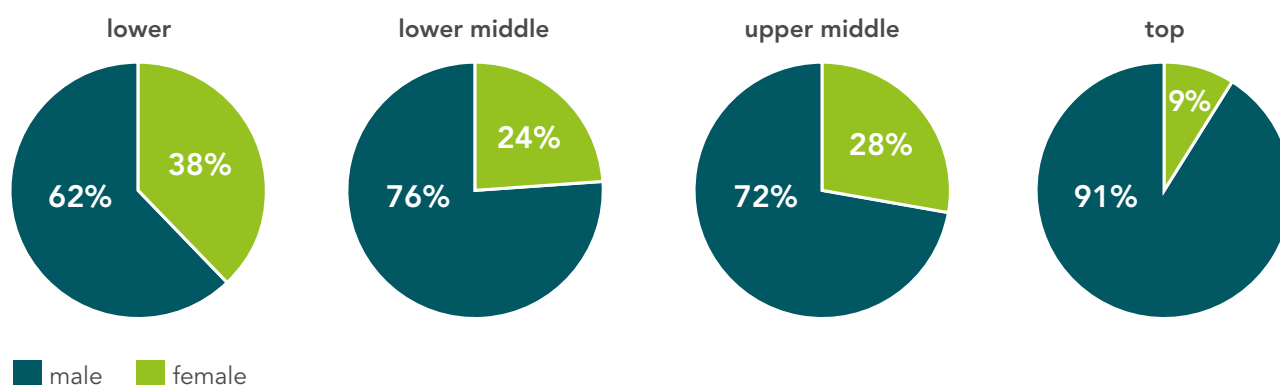
Mean and median gender pay gap in the year to 5 April 2020		
	mean	median
Gender pay gap	24%	29%

We are pleased to be able to demonstrate that we are moving in the right direction. We still have a gender pay gap, like many organisations within our industry, with a mean difference of 24% and a median of 29%. This presents, however, a slight step forward on 2018-2019 in the mean difference (25%).

Again, as with most organisations in our industry, our gender pay gap reflects our larger male population, particularly in senior, more highly remunerated roles. This is something we have made positive steps forward in the past 12 months, since the snapshot date of 5 April, and remain committed to changing moving forwards.

Our pay quartiles

The charts below outline the proportion of males and females in each pay quartile – each quartile containing 79 colleagues.



Redcentric | gender pay gap report (continued)

The largest proportion of females is still in the lower quartile, and the lowest proportion of females is in the highest quartile. Having said that, we have seen an increase in the number of females within our organisation overall, as we continue to focus on building female representation in the company for the future.

Gender pay gap within each pay quartile in the year to 5 April 2020

lower	lower middle	upper middle	top
-4%	3%	2%	-4%

We are pleased to be able to highlight that we have made positive steps forward as the gender pay gap within our lower and upper quartiles has significantly reduced over the last 12 months. Within the two middle quartiles, the gender pay gap has remained similar.

However, 62% of females are in the lowest two pay quartiles of our business, which has negatively impacted our overall gender pay gap in 2020. This was an expected outcome, as we continue to focus on building female representation, through apprenticeship schemes, targeted recruitment and development internally with in our business.

Gender bonus gap

We operate a number of bonus and commission schemes to recognise and reward individual, team and business performance. The overall difference in bonus paid to male and female colleagues was 77% (mean) and -67% (median).

Mean and median bonus gender gap in year to 5 April 2020

mean	median
77%	-67%

41% of male colleagues and 28% of female colleagues received a bonus in the 12 months to 5th April 2020 – again reflective of roles undertaken and gender split at more senior levels of the organisation, which has influenced the mean bonus gender pay gap. The median bonus gender pay gap reflects the fact a lower number of females received proportionately larger bonus payments – again, due to the nature of roles undertaken.

3. The figures: their meaning, our commitment

The figures demonstrate that there remains more for us to do to ensure we bring a better gender balance to our organisation. We have delivered and will continue to deliver a number of key initiatives to reach our goal of a more gender balanced workforce.

Our initiatives for addressing this balance are focused on actions to address the proportion of female and male employees – particularly within key technical functions, as well as more broadly across the business.

In addition to addressing barriers to female participation within technology, we are continuing to commit to increasing female leadership within Redcentric. This means focusing on helping our existing female leaders move through the leadership levels of our organisation, as well as ensuring we focus on identifying and developing leaders of the future.

Since the snapshot date of 5 April 2020, we have made a number of female promotions to more senior roles across the organisation. Further to this, female representation on the Operations Board has increased by 8.4% to 25%, compared to 16.6% in 2019.

Redcentric | gender pay gap report (continued)

4. Actions to deliver our commitment

Working with local schools, apprenticeship providers and communities – inspiring young women to enter technology

Talent acquisition continues to be an invested area of the business. This has allowed us to develop our recruitment strategy and devote time to reach out to the communities around us. We have continued to work closely with local schools and colleagues across our region to encourage young women to consider technology, engineering and business support as potential career options. Unfortunately, we have not been able to engage with local schools and colleges as directly as we had hoped, such as through careers fairs, due to the COVID-19 pandemic. Further to this we have developed a work experience programme, which we are ready to launch at a safe time following the COVID-19 pandemic.

Additionally, we have strengthened our relationships with a number of apprenticeship providers, as apprenticeship opportunities continue to be provided across the business, focusing on attracting and supporting females into our business across a variety of roles. Internally, we will continue to provide mentoring and career support from our existing female leadership population, acting as role models for young women.

Focus on recruitment, values, training and development – removing barriers for females

We are working in partnership with all our recruitment providers to ensure that gender balanced shortlists are provided for all roles recruited externally, especially those at more senior levels of the organisation. We are continuing to focus on the progress of females through our organisation, within both internal and external development programmes, supporting the momentum in increasing the number of females within the top two quartiles of the organisation.

To support fairer selection, performance management and career development, we have launched Redcentric's company values, in order to promote and support our behaviours. By allowing current and prospective employees relate their experience to these values, we have sought to remove opportunities for unconscious bias and to ensure a consistency of assessment across the company.

In 2020, we have launched a new careers website which promotes successful women within our business, in order to inspire and encourage prospective employees to follow in their paths. Internally, we are continuing to publicise and promote successful women within various initiatives such as Weekly Shout Outs, the company Newsletter and Employee Recognition Scheme.

Declaration

I can confirm the gender pay gap data contained within this report is accurate and has been produced in accordance with the regulations.



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